



MINUTES

Local Governing Board Meeting

17:00 on Monday 9 May 2022

PRESENT: Babu Bhattacharjee (VC), Chris Weavers (Ch), Aaron Mulhern (Headteacher), Helal Ahmed

ALSO IN ATTENDANCE: Lisa Tharpe (Deputy Head), Jesse White (T4, Interim CEO), Julie Pierzchniak (Director of Safeguarding, T4), Asad Muzammal (Clerk)

1. Apologies for Absence and welcome of any new Governors:

- a. Apologies for absence were received from Akilah Jeffers.

2. Declarations of Pecuniary Interests:

- a. There were no declarations of pecuniary interest in any of the agenda items.

3. Membership Matters:

- a. Governors noted that JM had not attended a meeting this academic year.

Agreed: JM's membership of the LGB to be lapsed.

- b. The Headteacher said that there are still plans to propose a candidate from the local Residents' Association to join the LGB.
- c. Governors acknowledged that they should also seek representation from parents and staff on the LGB.

4. Minutes of the previous meetings and matters arising:

- a. Actions carried forward:

Action 210913/01: Annual declaration of Business Interest forms to be submitted. (AJ, JM, HA)

Agreed: The Minutes of the meetings held on 17 January 2022 were agreed as a true record.

5. Headteacher's Report:

- a. Governors received the Ofsted Action Plan, addressing the areas for improvement identified by Inspectors:

- Improvements to the curriculum have been delayed because of the pandemic. Currently, the curriculum is not well sequenced. Leaders should implement a broad curriculum, including in English and mathematics, that is logically sequenced so that pupils know and remember more over time. Leaders should make sure that assessment processes provide teachers with precise information about what pupils have learned.
- Some pupils do not acquire fluent reading skills before they arrive at the school. These pupils are not taught phonics in a systematic way. This means that those pupils who struggle to read do not catch up quickly. Leaders should make sure that these pupils get the help they need to learn to read well.

The Headteacher said that actions identified are valid and some actions were already being addressed prior to the Ofsted inspection. The Headteacher said that the school is monitoring and tracking student progress through an assessment framework, but it has not recently been as systematic as before the pandemic. The Headteacher said that the Inspector's comments on the school having narrowed the English curriculum is perplexing, because this was mirrored to the examination boards to help students prepare for their exams. The Inspectors had also said that the school is too focused on the volume of the texts in the reading list for the curriculum and suggested the reading list should be working towards challenging students.

Attendance was acknowledged to be higher than National for mainstream schools, showing that students feel that they feel safe at the school and are happy to attend.

The Inspectors also reviewed the length of lessons in the curriculum and whether 35 minutes is not enough time for the social curriculum lessons. The school has taken this on board and from September these lessons will be extended to 45 minutes. The Inspectors also suggested that the four Maths and English lessons a week should be increased to five, particularly in KS4. The issue for the school in increasing these lessons to five is that students are then likely to attend less.

Changes to literacy and numeracy across the curriculum plan will be implemented this half term.

Dyslexia screening has identified 12 more students who may have dyslexia. The school is reviewing the different phonics programmes to identify one suitable for a secondary special school. The school has also linked into the National Literacy Trust for support on selecting an appropriate reading program.

Governors agreed that there had been an extraordinary transformation in the school from where it had been 18 months previously and wished to note their congratulations and thanks to the Headteacher and all staff for the school having retained its Ofsted grading of Outstanding. The Headteacher said that the whole staff had pulled together in achieving the grade of Outstanding and wished to record his thanks to all the staff for the team effort and in particular to LT, for ensuring that high levels of systems and processes around safeguarding are in place, which was recognized by the Inspectors.

- Governors received the Headteacher's Report.
- In discussing Covid, the Headteacher advised that staff are still encouraged to record their test results twice weekly and most staff have been compliant.
- Interviews are taking place for a Science teacher, with responsibility for assessment, tracking and monitoring student progress.

The school has an agency Maths teacher who has been in place from the start of the academic year to provide consistency for students.

The school is hosting a student from the London Metropolitan University, completing her final year placement.

- e. There has been an interim review of Health & Safety action plan is progressing well.
- f. Students have taken part in community enterprise events with the local residents' association, including planting flower beds within the local housing estates and the closest neighbours.

The school is planning events for local residents to visit the school. Governors endorsed the building of more links between the school and the local community.

- g. Students will begin Barista training from next week at the school.
- h. There are 52 students on roll at this time, which is the highest the school has ever had. There are 17 referrals at various stages of the assessment process.

In discussing transitions, the Headteacher advised that there are seven confirmed new students in Yr7 for September and the school is waiting for IPA information for three others.

- i. Attendance for the Spring term stood at 87% and attendance for Summer1 so far stands at 93%.

6. Safeguarding:

- a. LT said that the school's safeguarding practice is continually reviewed and enhanced.
- b. LT provided details of the challenges that students present and in particular a student who is struggling with his mental health and the difficulty with persuading LBWF to put in place the support required. LT advised that a complaint was submitted and the recording and reporting by school staff in the student's case records on SIMS and My Concern was instrumental in obtaining additional funding for the student. LT said that this is a testament of the effectiveness of the school's safeguarding management processes, which was also endorsed by the CAMHS worker.

- c. The school continues to use the safeguarding online training modules provided through The Key. The training is interactive and includes quizzes and group activities. All staff training is up to date. In response to questions, LT advised that in addition, staff receive face to face safeguarding training twice a year.

The school has also renewed with SSS training for DSL training for all SLT and leadership staff.

- d. LT advised that staff and Governors' DBS checks are all being reviewed to ensure that they have been checked against the barred list for children and for adults, in recognition that the school has a sixth form and some students will be classed as adults. The school has also asked employment agencies to check agency workers' records.
- e. The school has recently completed the T4 Trust safeguarding audit.
HA advised that he had also recently completed a Safeguarding audit of My Concern and was reassured that the system was able to give responses to tough questions. Governors noted that HA makes a quarterly Safeguarding Governor visit to the school.

7. Finance Update:

- a. Governors received the redacted (IMHS only) March T4 management accounts.
JW advised that the current forecast outturn is a surplus of £7.2K. The projection on student numbers is to increase over the rest of the term.
- b. The overall Trust's finances are impacted by ArtsX, which is deficit due to the underoccupancy for the size of the building and student funding not yet at levels for the provision to be sustainable on its own. It is anticipated that ArtsX will be in a more reasonable position next year.

- c. A new finance MIS has been implemented Trust-wide, that provides better management of budget holders and a purchase order system.
- d. Governors noted that planning for the 2022-23 budget is underway.
- e. In discussing the SRMA's visit, JW said that the SRMA is very supportive of the Trust. JW said that the SRMA's focus was on ArtsX and there were no major concerns with IMHS.
Governors discussed how the report from the SRMA's previous visit in December 2020 had identified several issues and had been extremely useful for the Trust in driving improvements and changes in practice.

8. Policies & Documents:

- a. None.

9. Chair's Action:

- a. None.

10. LGB Development Plan:

- a. Governors noted the availability of NGA online training.

11. Any other Business:

- a. The Headteacher advised of the state of the outside area which is need of refurbishment. Governors discussed 'broken window theory' and how when buildings start looking in poor repair, this then can develop rapidly. Governors also discussed the implications of the school environment on student behaviour.
- b. The Headteacher advised of an approach by an organization who has offered to submit funding bids on behalf of the school for a fee. An update will be provided when more information is available.
The Friends of IMHS Trust are also looking into funding applications for smaller amounts of between £5-10K.
- c. Forward Agenda
 - Outdoor Space Development

12. Date of the next meeting:

- 11 July

13. Any Confidential Items:

- a. None

The meeting closed at 18:10

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Chair

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date

Decisions

Agreed: JM's membership of the LGB to be lapsed.

Agreed: The Minutes of the meetings held on 17 January 2022 were agreed as a true record.

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Actions

Action 210913/01: Annual declaration of Business Interest forms to be submitted. (AJ, JM, HA)